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DO

# MANAGING WORKING PARENTS

## E-LEARNING COURSE FOR MANAGERS

Our 20-minute e-learning course for managers provides an overview of some of the key challenges that managers of working parents may encounter and strategies for supporting them. Including case studies, quizzes and downloadable resources the course provides a practical and interactive overview for managers seeking to increase their understanding of managing the working parents in their team.

Divided into 3 main content areas the course covers the following topics:

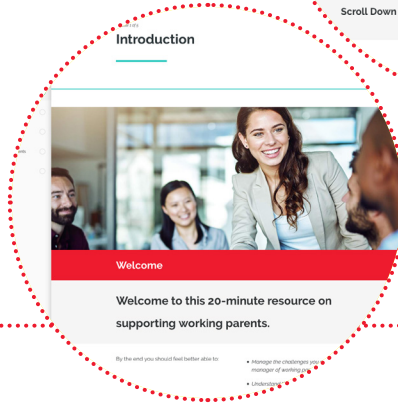
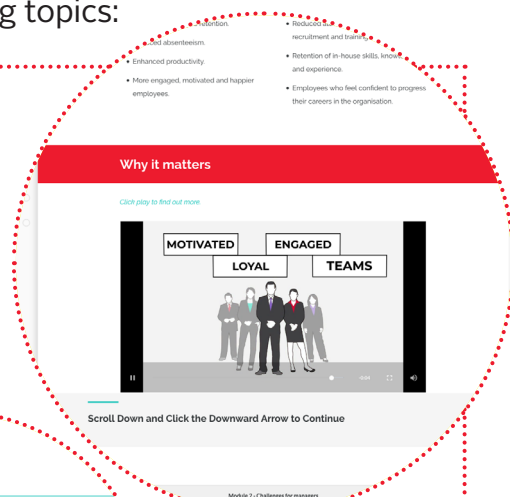
### CHALLENGES FOR MANAGERS

Core challenges around clarity, communication, perceptions and working patterns likely to be faced by managers of parents, especially in the immediate period after parental leave or during major life transitions such as a child starting school.

Section one establishes the manager's perspective, identifying for managers who are yet to manage working parents some of the challenges they may encounter and for existing managers of working parents demonstrating an understanding of their concerns.

#### Section content

- Quiz – the reality of challenges versus perceptions
- Common challenges for managers
- Strategies to manage challenges



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# CHALLENGES FOR WORKING PARENTS

Core challenges faced by parents when returning to work and beyond, this section aims to help managers see things from the perspective of a working parent.

Section two establishes the working parents' perspective, identifying some of the key areas of concern and stress working parents feel. Focusing upon real and perceived challenges and how the behaviour and assumptions of others can have a huge impact, this section gives an insight into the experience of working parents.

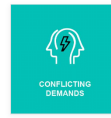
## Section content

- Quiz – challenges faced by working parents
- 3 key areas that cause concern
- Case studies

### Challenges - further details

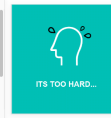
The vast majority of working parents we engage with are making a deliberate choice to work because of the many benefits it provides. They enjoy having both elements to their lives. But there are obviously challenges – so let's explore them in more detail.

Flip through each card to learn more about each key challenge



CONFLICTING DEMANDS

Parents often express concerns about how others perceive the way they juggle work and home commitments. There's an assumption they aren't pulling their weight as they



IT'S TOO HARD...

### Additional challenges

Touch on a few of the concerns working parents face. Let's expand on a few suggested from actual employees about their work/life integration.



### What are the challenges faced by working parents?

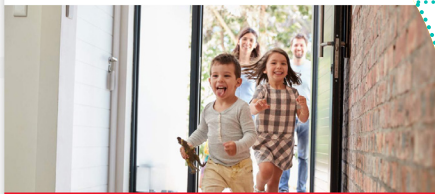
We are now going to spend some time looking at things from a working parents' perspective. What are the specific challenges they might face - and how you can help them? From the list below, which DVDT a common concern expressed by working parents?

Select the option that DVDT a common concern and then Select Submit

Frequently negotiating the often-conflicting demands of work and family and feeling like they are never doing enough in either.

Constantly managing others' perceptions and expectations about them as working parents.

### Tips for supporting parents



### Tips for making it work

So now you're aware of some of the challenges facing working parents, how can you make it work - and make your team feel supported? What can you suggest to them?

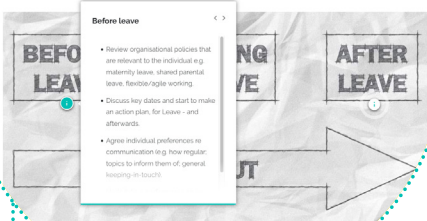


Click on the options below to learn more.

### What should you do - and when?

Now that we've looked at things from both the parents' and managers' perspectives, let's look at when you should be doing things - as this can have almost as great an impact as what you should be doing.

Select each button below to learn more:



Module 5 - Summary

# SUPPORT STRATEGIES

Broken into two parts this section provides tips for helping working parents overcome some of the challenges they may face through the periods of pre, during and post parental leave.

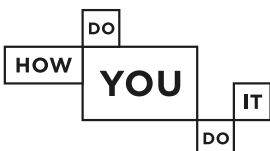
Section three provides support resources for managers. Focusing on tips for helping working parents overcome the most common areas of challenge, this section also provides a practical guide to help managers know what to do when, to support a team member before, during and after parental leave.

## Section content

- Tips for supporting working parents
- What to do when guide
- Summary and downloadable resources

# ACCESSING THE COURSE AND ONLINE DEMO

Once purchased, all our e-learning courses are easily accessible via mobile, laptop or desktop. For a more detailed overview of this course take a look at the online demo [here](#).



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